

Determining Value of Medical Insurance

The amount shown in W-2 box 12DD represents the value of medical (employer or employee paid, taxable or non-taxable, before or after tax). There are a number of ways to determine this value and King County chose to use the current COBRA rates based upon your family composition (minus COBRA administrative fees). The value will be higher for those covering dependents than the value for those without dependents. This value also depends upon the color level that you earned for the Healthy Incentives program (gold, silver or bronze) during the tax year as well as the monthly cost of the actual Healthy Incentives program.

Example:

Employee has KingCare Gold plan and covers both a spouse and a child under his insurance. Both the employee and his spouse earned Gold for 2014 Healthy Incentives program. This value assumes that the employee's family composition did not change during the year.

Type of Coverage	Employee	Spouse	Dependent(s)	Monthly Sub-Total	Annual Sub-Total
Medical	\$678.38	\$678.38	\$542.70	\$1,899.46	\$22,793.52
Healthy Incentives	\$5.34	\$5.34	NA	\$10.68	\$128.16

Total 2014 Value **\$22,921.68**

Summary of how to determine value:

- Find COBRA rate for family composition (Employee + Spouse/Domestic Partner + Children)*
 - Rate depends upon your Healthy Incentives color level (gold, silver or bronze)
- Add cost of Healthy Incentives plan (Employee + Spouse/Domestic Partner)

*COBRA rates may be found on the Benefits website. The rates will be slightly higher than the amount shown on the W-2 since King County has chosen to use the COBRA rates minus the 2% administrative fee. <http://www.kingcounty.gov/employees/benefits/YourKingCountyBenefits.aspx>